



# Shrewsbury Public Schools

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Barbara A. Malone  
Director of Human Resources

## Teacher Compensation

Adequate compensation is crucial for recruitment and retention of qualified employees in any industry. The ability to recruit and retain quality educators is one of the most important factors in the success of a school system, and the main reason, along with fairness to employees, for maintaining competitive compensation. Teacher compensation is the largest portion of the School Department budget and therefore, for purposes of transparency, the general public should be provided with teacher compensation comparative data. Our analysis of teacher compensation has resulted in two key points:

1. Our teacher salaries are comparable to those in other similar school districts
2. Our teachers, who routinely cope with large class sizes and resource constraints, have agreed to a 0% cost of living adjustment for this year\*, and very modest adjustments in years two and three of the newly ratified contract

### ***Our teacher salaries are comparable to those in other similar school districts...***

There are two ways for us to compare teacher salary information in a meaningful way. One way is to compare our salaries to those salaries of the school departments in our surrounding geographic area. We refer to this group as The Assabet Valley Collaborative ("AVC"). The second way is to compare our teacher salaries to those of the school departments that are designated by the Massachusetts Departments of Elementary and Secondary Education as "DART" (District Analysis and Review Tools) districts. These are districts that the state deems comparable to us in terms of demographics such as income, ethnicity, and other similar points of comparison. Comparisons to both the AVC districts and a representative group of DART districts are illustrated in the charts below.

All districts in Massachusetts, and almost all districts nationally, utilize a step system, based on experience, to move teachers from an entry-level salary to the maximum earning step for their work. In other words, in all of our comparison districts it takes more than a decade for a teacher to reach the maximum salary step and extends the amount of time a teacher must take to reach maximum for their position. Salary is also compared across "lanes", which reflect the educational attainment of a teacher who may hold a Bachelor's degree at the beginning of her career, will hold a Master's degree by the time she attains professional level licensure through the state, and may have accumulated additional credits of graduate work later in her career. Some individuals are hired into the district at Step 1 having already attained their Master's Degree.

As mentioned recently in the press release announcing the School Committee contract settlement with the Shrewsbury Education Association, in order to more equally distribute step increases based on experience, the number of years required to reach maximum salary is being increased from 12 to 13. Teachers already at the maximum experience level before

this year will move to the new maximum step, which represents an average salary increase of just over one percent for this year (\$1000).

\*In other words our teachers are now deferring the attainment of maximum step for one additional year, with an increase of \$1000 in FY14 from the previous maximum step 12. Also, teachers who are currently on Step 11 will receive an additional \$2000 this year, and next year when they advance to Step 12, the Step 12 salary rate will be reduced by \$3000 from the current level. The net effect of this movement is an even distribution of steps with a deferral of maximum step until year 13 of a teacher's career.

(The new salary tables are depicted in Tables A-D at the end of this report.)

Every public school district in Massachusetts has a salary grid that assigns salary levels based on years of experience (steps) and educational attainment (lanes).

For purposes of comparison the information below shows Shrewsbury to AVC districts and selected DART districts at three key salary points: Bachelor level starting salary, Master level starting salary, and maximum salary.

1. The first comparison, depicted below, shows Shrewsbury's rate of pay for Bachelor level educators in their first year of employment, as compared to AVC districts for this school year. Of these districts Shrewsbury teacher salaries rank at #8 out of 16 districts, at \$43,224, which is slightly above the average salary of \$42,969 and the median salary of \$43,165.

<b>School District (AVC)</b>	<b>Bachelor's Beginner Salary</b>
1. Berlin	\$45,328
2. Nashoba	\$45,171
3. Marlborough	\$44,378
4. Tahanto	\$44,238
5. Millbury	\$44,189
6. Hudson	\$43,819
7. Assabet Valley Collaborative	\$43,496
8. Shrewsbury	\$43,224
9. Algonquin	\$43,105
10. Westborough	\$43,101
11. Southborough	\$43,084
12. Northborough	\$42,874
13. Assabet Valley Technical High School	\$41,981
14. Boylston	\$41,203
15. Grafton	\$40,177
16. Maynard	\$38,225

Also depicted below is a chart that shows Shrewsbury's rate of pay for first year Bachelor level educators, as compared to a selection of DART districts with similar numbers of

students educated (4000 or more students). Of these districts Shrewsbury teacher salaries rank at #3 out of 7 districts, at \$43,224, which is slightly above the average of \$42,389 and the median of \$43,019.

<b>School District (DART)</b>	<b>Bachelor Beginner's Salary</b>
1. Natick	\$43,863
2. Arlington	\$43,701
3. Shrewsbury	\$43,224
4. Walpole	\$43,019
5. Bridgewater-Raynham	\$41,987
6. Chelmsford	\$41,647
7. North Andover	\$39,282

2. The second comparison, depicted below, shows Shrewsbury's rate for Master level beginner educators, as compared to AVC districts. Of these districts Shrewsbury teacher salaries rank at #5 out of 16 districts at \$47,937, which is a bit above the average of \$46,692 and the median of \$46,651, but still well within a typical salary for our peer group. (At the top step at this salary level Shrewsbury ranks as #6 out of 16 districts).

<b>School District (AVC)</b>	<b>Master Beginner Salary</b>
1. Marlborough	\$49,051
2. Nashoba	\$48,866
3. Westborough	\$48,523
4. Hudson	\$47,995
5. Shrewsbury	\$47,937
6. Berlin	\$47,664
7. Assabet Valley Collaborative	\$47,140
8. Algonquin	\$46,663
9. Southborough	\$46,639
10. Tahanto	\$46,501
11. Millbury	\$46,468
12. Northborough	\$46,413
13. Assabet Valley Technical High School	\$45,404
14. Maynard	\$45,364
15. Boylston	\$43,832
16. Grafton	\$42,605

And also depicted below is a chart that shows Shrewsbury's rate of pay for Master level beginner educators, as compared to DART districts. Of these districts Shrewsbury teacher salaries rank at #3 out of 7 districts, at \$47,937, a bit above the average salary of \$46,856 and the median salary of \$46,672, but also within the typical range of our peer districts.

<b>School District (DART)</b>	<b>Master Beginner Salary</b>
1. Natick	\$48,248
2. Bridgewater-Raynham	\$48,127
3. Shrewsbury	\$47,937
4. Arlington	\$46,672
5. Walpole	\$46,529
6. Chelmsford	\$46,192
7. North Andover	\$44,285

3. The third comparison, depicted below, shows Shrewsbury's rate of pay for educators at the highest educational attainment recognized in a particular town (in Shrewsbury, it is "Master's +60", which means the educator has completed 60 graduate level credits beyond the Master's degree level). The chart below compares Shrewsbury to the AVC districts. Of the AVC districts Shrewsbury teachers rank at #4 out of 16 districts, at \$87,190, above the average of \$84,598 and the median of \$85,698. Please note that we are most similar in maximum salary to our near neighbors of Northborough, Southborough, and Westborough.

<b>School District (AVC)</b>	<b>Highest Maximum Salary</b>
1. Algonquin	\$92,904
2. Southborough	\$92,765
3. Northborough	\$92,454
4. Shrewsbury	\$87,190
5. Westborough	\$87,081
6. Nashoba	\$86,357
7. Berlin	\$86,224
8. Marlborough	\$85,894
9. Maynard	\$85,501
10. Hudson	\$82,169
11. Assabet Valley Technical High School	\$81,293
12. Tahanto	\$79,524
13. Assabet Valley Collaborative	\$79,393
14. Boylston	\$78,354
15. Grafton	\$77,933
16. Millbury	\$77,900

And also depicted below is a chart that shows Shrewsbury's rate of pay at the highest maximum salary compared to DART districts. Of these districts Shrewsbury teacher salaries rank #4 out of 7 districts, at \$87,190, the middle spot.

School District (DART)	Highest Maximum Step Salary
1. Bridgewater-Raynham	\$92,513
2. Natick	\$91,249
3. Walpole	\$89,766
4. Shrewsbury	\$87,190
5. North Andover	\$83,610
6. Arlington	\$79,350
7. Chelmsford	\$78,250

***Our teachers, who routinely cope with large class sizes and resource constraints, have agreed to a 0% cost of living adjustment for this year\*, and very modest adjustments in years two and three of the newly ratified contract...***

The Shrewsbury Education Association and the Shrewsbury School Committee have agreed to the following cost of living adjustments: 0% for this school year\*, 1.75% for next school year, and 1.5%/0.5% for the 2015/2016 school year (1.5% COLA increase for the first half of the year and an additional 0.5% COLA increase for the second half of the year). In the comparison below Shrewsbury's cost of living adjustment was last out of all districts.

School District (AVC)	2013/2014 COLA
1. Maynard	2.65%
2. Assabet Valley Technical High School	2.25%
3. Marlborough	2.00%
4. Algonquin	1.55%
5. Assabet Valley Collaborative	1.50%
6. Northboro	1.50%
7. Southboro	1.50%
8. Nashoba	1.50%
9. Westborough	1.50%
10. Grafton	1.00%/2.00%
11. Tahanto	1.25%
12. Boylston	1.00%/1.25%
13. Hudson	1.00%
14. Millbury	1.00%
15. Berlin	Under negotiation
16. Shrewsbury	0% (*see step adjustment information)

Of the four districts that have a settled contract for next year (School Year 2014/2015) with their teacher association, Shrewsbury's agreement is at the lowest cost of living adjustment.

School District	2014/2015 COLA
1. Assabet Valley Technical High School	2.25%
2. Hudson	2.00%
3. Marlborough	2.00%
4. Shrewsbury	1.75%

## Conclusion

Our teacher salaries are comparable to those in other similar school districts. While our salaries are competitive they are neither the highest nor the lowest compared to AVC or DART districts...we are somewhere in the middle in all comparisons. Additionally, our teachers, who routinely cope with large class sizes and resource constraints, have agreed to 0% COLA for this year\* and modest adjustments for years two and three. We have also made adjustments to the top three steps, which result in a deferral of maximum step for an additional year. Adequate compensation is crucial for the recruitment and retention of quality educators, who are one of the most important factors in the success of our school system.

Please see Tables A-D below for Salary Tables:  
(Table A includes step adjustments to Step 11 and new Step 13)

Table A: 2013-2014 School Year 0% COLA								
Step	B	B-15	M	M-15	M-30	M-45	M-60	
1	\$ 43,224	\$ 45,239	\$ 47,937	\$ 49,724	\$ 51,675	\$ 53,462	\$ 55,412	
2	\$ 44,686	\$ 46,555	\$ 49,561	\$ 51,350	\$ 53,299	\$ 55,088	\$ 57,036	
3	\$ 46,149	\$ 48,099	\$ 50,538	\$ 52,813	\$ 54,762	\$ 56,712	\$ 58,336	
4	\$ 47,612	\$ 49,561	\$ 52,162	\$ 54,274	\$ 56,226	\$ 58,012	\$ 59,637	
5	\$ 49,075	\$ 51,023	\$ 53,623	\$ 55,575	\$ 57,524	\$ 59,475	\$ 61,099	
6	\$ 51,187	\$ 53,299	\$ 55,900	\$ 57,849	\$ 59,798	\$ 61,588	\$ 63,373	
7	\$ 54,924	\$ 56,548	\$ 59,312	\$ 60,840	\$ 63,212	\$ 65,162	\$ 66,786	
8	\$ 57,036	\$ 58,825	\$ 61,262	\$ 63,700	\$ 65,649	\$ 67,273	\$ 69,062	
9	\$ 59,149	\$ 60,936	\$ 63,861	\$ 65,812	\$ 67,762	\$ 69,550	\$ 71,174	
10	\$ 63,050	\$ 64,674	\$ 68,086	\$ 69,711	\$ 71,499	\$ 72,800	\$ 74,749	
11	\$ 65,162	\$ 66,949	\$ 69,874	\$ 71,662	\$ 73,775	\$ 75,562	\$ 77,675	
12	\$ 73,426	\$ 75,416	\$ 77,888	\$ 80,388	\$ 83,206	\$ 84,201	\$ 86,190	
13	\$ 74,426	\$ 76,416	\$ 78,888	\$ 81,388	\$ 84,206	\$ 85,201	\$ 87,190	

(Table B includes additional step adjustment to Step 12)

**Table B: 2014-2015 School Year 1.75% COLA.**

Step	B	B-15	M	M-15	M-30	M-45	M-60
1	\$ 43,980	\$ 46,031	\$ 48,776	\$ 50,594	\$ 52,579	\$ 54,398	\$ 56,382
2	\$ 45,468	\$ 47,370	\$ 50,428	\$ 52,249	\$ 54,232	\$ 56,052	\$ 58,034
3	\$ 46,957	\$ 48,941	\$ 51,422	\$ 53,737	\$ 55,720	\$ 57,704	\$ 59,357
4	\$ 48,445	\$ 50,428	\$ 53,075	\$ 55,224	\$ 57,210	\$ 59,027	\$ 60,681
5	\$ 49,934	\$ 51,916	\$ 54,561	\$ 56,548	\$ 58,531	\$ 60,516	\$ 62,168
6	\$ 52,083	\$ 54,232	\$ 56,878	\$ 58,861	\$ 60,844	\$ 62,666	\$ 64,482
7	\$ 55,885	\$ 57,538	\$ 60,350	\$ 61,905	\$ 64,318	\$ 66,302	\$ 67,955
8	\$ 58,034	\$ 59,854	\$ 62,334	\$ 64,815	\$ 66,798	\$ 68,450	\$ 70,271
9	\$ 60,184	\$ 62,002	\$ 64,979	\$ 66,964	\$ 68,948	\$ 70,767	\$ 72,420
10	\$ 64,153	\$ 65,806	\$ 69,278	\$ 70,931	\$ 72,750	\$ 74,074	\$ 76,057
11	\$ 66,302	\$ 68,121	\$ 71,097	\$ 72,916	\$ 75,066	\$ 76,884	\$ 79,034
12	\$ 71,658	\$ 73,683	\$ 76,199	\$ 78,742	\$ 81,610	\$ 82,622	\$ 84,646
13	\$ 75,728	\$ 77,753	\$ 80,269	\$ 82,812	\$ 85,680	\$ 86,692	\$ 88,716

**Table C: 2015-2016 School Year 1.5% COLA for the first half of the year**

Step	B	B-15	M	M-15	M-30	M-45	M-60
1	\$ 44,640	\$ 46,721	\$ 49,508	\$ 51,353	\$ 53,368	\$ 55,214	\$ 57,227
2	\$ 46,150	\$ 48,080	\$ 51,185	\$ 53,032	\$ 55,045	\$ 56,893	\$ 58,905
3	\$ 47,661	\$ 49,675	\$ 52,194	\$ 54,543	\$ 56,556	\$ 58,570	\$ 60,247
4	\$ 49,172	\$ 51,185	\$ 53,871	\$ 56,052	\$ 58,068	\$ 59,913	\$ 61,591
5	\$ 50,683	\$ 52,695	\$ 55,380	\$ 57,396	\$ 59,409	\$ 61,424	\$ 63,101
6	\$ 52,864	\$ 55,045	\$ 57,731	\$ 59,744	\$ 61,757	\$ 63,606	\$ 65,449
7	\$ 56,723	\$ 58,401	\$ 61,255	\$ 62,833	\$ 65,283	\$ 67,297	\$ 68,974
8	\$ 58,905	\$ 60,752	\$ 63,269	\$ 65,787	\$ 67,800	\$ 69,477	\$ 71,325
9	\$ 61,087	\$ 62,932	\$ 65,953	\$ 67,968	\$ 69,982	\$ 71,829	\$ 73,506
10	\$ 65,116	\$ 66,793	\$ 70,317	\$ 71,995	\$ 73,841	\$ 75,185	\$ 77,198
11	\$ 67,297	\$ 69,142	\$ 72,163	\$ 74,010	\$ 76,192	\$ 78,038	\$ 80,220
12	\$ 72,733	\$ 74,789	\$ 77,342	\$ 79,923	\$ 82,834	\$ 83,861	\$ 85,916
13	\$ 76,864	\$ 78,920	\$ 81,473	\$ 84,054	\$ 86,965	\$ 87,992	\$ 90,047

**Table D: 2015-2016 School Year 0.5% COLA for the second half of the year**

Step	B	B-15	M	M-15	M-30	M-45	M-60
1	\$ 44,863	\$ 46,955	\$ 49,755	\$ 51,610	\$ 53,635	\$ 55,490	\$ 57,514
2	\$ 46,381	\$ 48,321	\$ 51,441	\$ 53,298	\$ 55,320	\$ 57,177	\$ 59,199
3	\$ 47,899	\$ 49,923	\$ 52,455	\$ 54,816	\$ 56,839	\$ 58,863	\$ 60,548
4	\$ 49,418	\$ 51,441	\$ 54,140	\$ 56,332	\$ 58,358	\$ 60,212	\$ 61,899
5	\$ 50,936	\$ 52,958	\$ 55,657	\$ 57,683	\$ 59,706	\$ 61,731	\$ 63,416
6	\$ 53,128	\$ 55,320	\$ 58,020	\$ 60,043	\$ 62,066	\$ 63,924	\$ 65,777
7	\$ 57,007	\$ 58,693	\$ 61,561	\$ 63,147	\$ 65,609	\$ 67,633	\$ 69,319
8	\$ 59,199	\$ 61,056	\$ 63,585	\$ 66,116	\$ 68,139	\$ 69,824	\$ 71,681
9	\$ 61,392	\$ 63,247	\$ 66,283	\$ 68,308	\$ 70,332	\$ 72,188	\$ 73,873
10	\$ 65,441	\$ 67,127	\$ 70,668	\$ 72,355	\$ 74,211	\$ 75,561	\$ 77,584
11	\$ 67,633	\$ 69,488	\$ 72,524	\$ 74,380	\$ 76,573	\$ 78,428	\$ 80,621
12	\$ 73,097	\$ 75,162	\$ 77,728	\$ 80,323	\$ 83,248	\$ 84,281	\$ 86,345
13	\$ 77,249	\$ 79,314	\$ 81,880	\$ 84,475	\$ 87,400	\$ 88,432	\$ 90,497

Please see Table E below for the number of teachers in Shrewsbury Public Schools at each step and in each lane:

Table E

School Year 2013-2014 Number of Teachers at each step and lane									
Step	B	B+15	M	M+15	M+30	M+45	M+60	Total	%
1	6.9	0	7	0	0	0	0	13.9	3.3%
2	3	0	3.5	2	0	0	0	8.5	2.0%
3	5	1	2	1	0	0	0	9	2.1%
4	0	1	3.7	1	0.8	0	0	6.5	1.5%
5	3	2	8	1.6	0	0	0	14.6	3.4%
6	2	1.4	3	2	0	2	0	10.4	2.4%
7	1	2	11	8	1	2	0.8	25.8	6.1%
8	1.5	2	14.4	13.6	9	7	6	53.5	12.6%
9	1	2	7	2	4	2	2	20	4.7%
10	0	0	5	6	4	1	1	17	4.0%
11	2	1	8.6	4.8	3	3	2	24.4	5.7%
12	0	0	2	4	4	3.5	0	13.5	3.2%
13	16	5	32.9	43.4	27.5	20.8	62	207.6	48.9%
<b>Total</b>	41.4	17.4	108.1	89.4	53.3	41.3	73.8	424.7	100.0%
<b>%</b>	9.7%	4.1%	25.5%	21.1%	12.6%	9.7%	17.4%	100.0%	

Please see Table F below for our average teacher salaries as reported by the Department of Elementary and Secondary Education (based on only classroom teachers), and our average teacher salaries based on all members of the Shrewsbury Education Association (Unit A). It is important to note that DESE's statistic is based on a snapshot of classroom teachers at a particular point in time, while our Unit A average salary information is more inclusive of all positions in the Shrewsbury Education Association, which includes nurses, guidance counselors, and instructional coaches, and many other roles.

As a point of comparison at the state level (DESE) average teacher's salary is \$68,848 for Fiscal Year 2012 (most recent data available), while Shrewsbury Education Association average teacher salary was \$69,063 (almost at the average). The state median for teacher salary for Fiscal Year 2012 was \$69,068, while our median salary for the same year was \$65,924 (we were below the median). While DESE has not yet published their state averages and medians for Fiscal Year 2013 and Fiscal Year 2014, in Shrewsbury the FY2013 average was \$71,980 and the median was \$66,950m and the FY2014 average is \$71,923 and the median is \$67,812.



Table F:

DESE REPORTED*			ACTUAL**		
Fiscal Year	DESE FTE	Average Teacher Salary	Fiscal Year	Actual FTE	Actual Average Salaries
2010	369.2	\$ 66,886	2010	444.2	\$ 62,862
2011	351.9	\$ 72,532	2011	442.3	\$ 65,875
2012	378.0	\$ 71,957	2012	434.4	\$ 69,063
2013	unavailable	unavailable	2013	419	\$ 71,980
2014	unavailable	unavailable	2014	422.5	\$ 71,923
* DESE reports classroom teachers only			** This includes All SEA (Unit A) members including guidance counselors, library/media educators, psychologists, school nurses, etc.		